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## MONTANA LABOR MARKET

Monthly Review of EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

### MONTANA STATE EMPLOYMENT SERVICE

Division of Unemployment Compensation Commission of Montana

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FL-119

JANUARY 15, 1953

### December Employment 2,100 Above Year Ago

Employment in Montana industries and commerce during December kept pace about 2,100 above that of a year previous, the fifteenth successive month with employment figures above those of the same month of the preceding year. Total is estimated at 153,100, against 151,000 in December, 1951. This level came within 200 of equaling the November figures and reflected the smallest decrease registered in employment from November to December in the past five years. Estimates are a joint production of the Commission and the U. S. Bureau of Labor Sta-

### All Major Industries Gain

Every major industrial division registered an increased employment this December over last. Among specific industries the only decreases of more than 100 occurred in coal mining, on interstate railroads, and for contract construction of dams, highways, bridges, and other non-building items. These minor losses were offset by gains in companion phases of the same major industries.

### Mining Nets 300 Increase

Greatest pluralities over a year ago occurred in finance, insurance and real estate, in wholesale and retail trade, and in governmental employment, each of which major groups were up 400 workers. Manufacturing showed a net increase of 100; transportation and utilities of 200, service industries 100, while metal mining and oil production overcame the coal mining deficit to show a net 300 upward movement. Construction of buildings and special trade contractors in construction each show a 300 gain as opposed to the 400 decrease in non-building contract employment.

### Minor Variations Not Significant

In the manufacturing field lumbering and logging continues to show a higher employ-ment figure than a year ago, despite the discouraging market conditions of late fall. Primary metals processing and clay and stone products are down slightly from last year, but are regarded as in stable condi-tion. A deficit of 100 in petroleum produc-tion can be ascribed to field operations which have been interrupted by cold weather. Another minor decrease is shown in restaurant employment, probably a de-layed adjustment following the end of the tourist season.

### Seasonal Changes from November

Seasonal influences are evident in the figures of December compared with those of November. While the total last month was only 200 below that of the month before, there were decreases of 1,300 in construction, 500 in manufacturing, and 500 in transportation and utilities. Offsetting these were gains of 700 in wholesale and retail trade, 300 in all mining, 100 in the finance industries, and 1,000 in government. The (Continued on Page 2)

### SEASONAL FORCE REDUCTIONS IN STATE RESULT IN 7.500 LIST OF JOBSEEKERS

Montana's labor supply became increasingly surplus in nature during December, following the usual seasonal pattern. Jobseekers had numbered 4,100 at the beginning of the month, as evidenced by applications at offices of the employment service. At the end of the month there were 7,500 seeking work, the first month in 1952 recording a greater number of jobseekers than the same month a year previous. The 7,500 now compare with 6,700 a year ago, but fall short of the 8,500 at the close of 1950, and 10,800 when 1949

### Supply Comes From Construction, Timber, Sugar Plants

Shutdowns and reductions of force were responsible for much of the increased labor supply. Seasonal industries were the principal factor, as is customary in this state and most of its neighboring states. Construction employment scaled down to skeleton proportions; all but one of the four sugar refineries completed the season run; logging and lumber-

ing depleted its employed manpower, both from seasonal and from weak market influences; harvest of Christmas trees was ended; railroads used fewer men on track maintenance; one metal mine closed permanently and others in remote mountain areas closed for the winter; while agricultural activities tapered into the usual winter minimum of employment.

### Layoff Peak Due in January

This cycle of winter layoffs reaches its peak in January, with the release of tem-porary holiday help in retail trade and service establishments, and in the postal service. Further additions to the labor supply may also be expected from those industries already mentioned, as other units come to a winter halt.

### Women Favored in December

Continued employment and re-employment during December was more favorable for women than for men, the percentage of women among the jobseekers dropping from 30 at the beginning of the month to 19 at its close. In numbers there were 1,200 women seeking work December 1, and 1,400 on January 1. The male applicants meanwhile increased from 2,900 to 6,100.

### Job Placements Dwindle

Placement of applicants in jobs by employment service offices in the state reached 2,050 in December, 330 below the figure for December a year ago, reflecting the diminishing activity of employers, particularly in outdoor and general construction work. Principal demand during the month, as might be expected, came from retail and wholesale trade, with 554 job placements. Service industries followed with 256, farm employers 224, and contract construction 211. All of these except trade were far below the summer peak demands.

### Two Big Dams Near Completion

Diminishing importance of the government dam building program as an employ-ment factor in the labor markets of Montana is evident as the two big projects, Hungry Horse and Canyon Ferry, go into their final construction stages. Both are virtually dormant during the present winter period, resulting in notable accumulation of unemployed jobseckers at the adjacent employment service offices and in the volume of unemployment insurance claims based on Montana wage credits which are reaching the state from other states. Many of the workmen have residence outside of Mon-

### Tiber Dam Starts in Spring

A newer project, the Tiber Dam near Chester in the area of the Shelby office, is coming into greater prominence as an employment center. Initial contracts are let, housing accomodations are in progress of construction, and some employment is expected to develop there as spring opens.
Offices at Havre, Great Falls and Cut Bank feel the effect of migrants seeking jobs on the Tiber. Some of the unemployment at Kalispell, Polson and Helena will also find its way onto payrolls at the Tiber dam during the coming season.

### Aluminum Plant Will Use 500

Employment at Hungry Horse is reported at 300, about 12 percent of its peak numbers. Activities there during 1953 will probably require services of 400 to 600 more persons. Construction of the aluminum plant at Columbia Falls will employ up to 500 or more next season, many of whom will be former Hungry Horse workmen.

### Canyon Ferry Nearing Finish

Canyon Ferry dam has substantial construction yet to be completed, will probably see activity in late March and require 300 additional men. It now has a skeleton crew of about 125. The prime contractor at Canyon Ferry has announced July 1 as completion date of that phase of the project.

### Highway Building at Low Level

Employment on the state highway system decreased in December to its midwinter low of 950, approximately 300 below the November total and nearly matching the 960 of a year ago. This compares with employment of 2,350 last summer, 1,350 on construction and 1,000 on maintenance and repair. At the close of December the high-

(Continued on Page 2)

### Along the Hiring Line ---Field Summary Jan. 1

ANACONDA, Deer Lodge, Philipshurg—(118 jobseekers; 88 men, 30 women; 24 men and 12 women over 45) Favorable late December weather permitted resumption of cement work on hospital addition basement. Hiring at smelter is light, replacements only. Transient flow heavy for season, 75 to 100 a week. Job openings extremely limited.

BILLINGS, Columbus, Hardin, Roundup, Laurel, Red Lodge — (981 jobseekers; 774 men, 207 women; 310 men and 61 women over 45) Seasonal decline continues to add numbers to the jobseeker list. Supply is far in excess of demand and the peak has not been reached. Release of holiday help in retail trade and service has begun. Construction jobs are cut to skeleton crew; sugar factories both finished their season run in early December. Coal mining uses about the normal force; one mine closed for a week, releasing and then recalling about 100 miners. Most job applicants are established residents, not available for jobs in distant areas.

BOZEMAN, Ennis, Three Forks, Trident—(167 jobseekers; 136 men, 31 women) Seed sorting began in December, calling 50 women for a four months run. Employment

### Seasonal Reductions Increase Jobseekers

(Continued from Page 1)

way commission reported 200 men at work for contractors on 53 miles of highway, six bridges, and two overpasses, while 750 were in the maintenance and repair crews over the state.

No substantial change in highway employment is expected until March. Suspension of work during December affected 150 miles of road construction, two bridges and a gravel crushing job. These will be reactivated as conditions permit, and to them will be added highway contracts awarded during the winter months.

### Miners Find Ready Jobs

Metal mining continued to be a labor demand industry. Some additions to underground crews resulted as qualified miners returned from summer work outdoors and resumed stations in the mines. Lack of housing facilities in the mining centers has interfered with efforts to bring in experienced miners from distant points. Resumprine of active recruitment is expected to occur next summer, with completion of housing accommodations about June.

### Unemployment Reflects in Claims

Claims for unemployment benefits increased in volume steadily through December, following the usual winter pattern, but were substantially below most of the postwar years. Early January brought the usual heavy increase, following termination of temporary employment in trade, service, and postal circles.

in other industries on a downgrade. Construction and the timber industry laid off crews during December. No new contracts in sight until spring, agriculture also dormant as to employment.

BUTTE, Virginia City, Whitehall—(468 jobseekers; 337 men, 131 women) Gradual layoff of construction crews continues as weather advances, following the normal seasonal pattern. Miner demand continues though housing shortage precludes recruitment from other areas. Released construction and farm workers returning to mine work for winter period. Increase in hires for trade and service felt in December, will recede after holidays.

CUT BANK—(138 jobseekers; 117 men, 27 women; 34 over 45) Labor demand in trade circles was the only bright spot in the labor market during December. Seasonal layoffs occurred in construction and other outdoor work throughout the month, with no new projects starting. Favorable weather may bring about the deferred increase in staff at the government installation. Severe weather will bring additional layoffs in the

DILLON — (21 jobseekers; 16 men, 5 women) Outside work generally suspended during December. Section crews on the railroad are trimmed to the winter minimum. Road job to Twin Bridges completed, will be oiled in the spring. Trade hiring active during December.

FORSYTH, Colstrip, Hysham — (41 jobseekers; 32 men, 9 women) Very few transients, labor demand at minimum. Some residence construction jobs continuing, inside work only. Building of new clinic delayed as cold weather halted placement of concrete. Cattle shipping season about concluded.

FORT BENTON — (38 jobseekers; 28 men, 10 women; 5 men and 2 women over 45) Outdoor work was continued through most of December but winter shutdowns marked the close of the month. Surplus of farm and construction workers seeking jobs.

GLASGOW, Fort Peck, Ophcim — (181 jobseekers; 147 men, 34 women; 23 men and 7 women over 45) Cold weather and snow caused stoppage of outdoor work; construction crews laid off or reduced to skeleton proportions. Farm work completed in good weather, demand light in December.

GLENDIVE, Circle, Wibaux — (45 jobseekers; 39 men, 6 women; 20 men over 45) Little demand from farm employers. Construction dormant, no new projects to begin until spring. Highway projects closed for the winter. Oil drilling continues but very little hiring activity. Women workers were in demand in December for retail trade and cafe work.

GREAT FALLS, Chotean, Stanford — (601 jobseekers; 474 men, 127 women; 179 men and 37 women over 45) Construction of city water projects continues to use small crews; construction of housing for air base is nearly done, work on a school building resumed in December. Heavier than normal employment of temporary help in retail trade and postal service for holidays, followed by usual New Year employment re-

duction. Farm hiring in the area is light, feeding requirements are below normal. Considerable surplus of farm hands available

HAMILTON, Stevensville—(208 jobseekers; 175 men, 33 women; 67 men and 13 women over 45) Holiday hiring less than year ago, releases already effective. Reduction of force on government payrolls marked beginning of year. Road construction project was halted, with general reduction in construction and in logging and lumbering employment. No new buildings started.

HAVRE, Chinook, Harlem — (221 jobseekers; 192 men, 29 women; 21 men and 7 women over 45) Increase in applicants seeking Tiber Dam employment. All construction work is on seasonal lay-off basis. Employment good in retail trade up to end of holiday period. Farm hiring at minimum, usual demand for stock feeders not yet felt.

HELENA, Canyon Ferry, White Sulphur Springs, Townsend, Boulder, Garrison—(426 jobseekers; 352 men, 74 women) Labor demand was slow during December, below that of year ago. Shut down of metal mine and end of brickyard season added to unemployment. Canyon Ferry construction is at a standstill, only a maintenance and operating crew on the job. Retail trade and service maintained a good demand through December, with one-third of the placements being women. The smelter is operating with full crew and few replacements. Not much increase in demand in sight until spring.

KALISPELL, Whitefish, Columbia Falls, Hungry Horse — (1,663 jobseekers; 1,391 men, 272 women) Seasonal layoffs in construction, logging and lumbering, Christmas tree harvest, all contributed to a heavy accumulation of jobseekers during December. This is further augmented by the normal reductions of force in trade and service at the turn of the year. Employment at Hungry Horse is down to 300. Construction of aluminum plant is to begin early in spring, may require 500 or more at peak next season. Will be completed in 1954 and give employment to 400 or 500 in operation. No firm prospect of employment gains until spring.

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# December Employment 2,100 Above Year Ago

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government increase is nearly all due to employment of holiday extras in post offices in the state. Most of the trade upsurge in employment was also due to holiday influences.

### Year's Average Is Highest

The full year of 1952 had an average employment of 152,600, based on these preliminary estimates. The highest previous annual average was 149,900 in 1951. Records of the past five years reveal an annual growth in employment ranging from one percent to approximately two percent. The gain this year over last is 1.8 percent.

### FIVE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1948	134.4	132.0	133.2	137.1	140.6	145.8	148.9	150.3	151.4	149.6	149.4	147.7	143.4
1949	137.1	135.5	137.7	144.0	147.3	151.0	150.0	150.1	149.8	148.2	146.1	143.3	145.0
1950	133.2	132.2	135.2	142.1	147.3	153.6	154.9	157.1	156.8	152.2	150.7	148.8	147.0
1951	141.9	139.6	140.5	146.2	150.6	155.3	155.8	156.7	155.8	154.6	151.7	151.0	149.9
1952	. 144.6	143.3	144.1	149.8	154.5	157.4	158.2	158.3	158.4	156.1	153.3	153.1	152.6

### Along the Hiring Line ---

(Continued from Page 2)

LEWISTOWN, Harlowton, Ryegate, Winnett—(142 jobseekers; 106 men, 36 women; 24 men and 18 women over 45) Demand decreased normally through December, though some retail trade hiring on temporary basis bolstered the labor market. No new projects in sight until spring. Farming demand light through December, surplus of farm applicants.

LIBBY, Eureka — (102 jobseckers; 79 men, 23 women; 34 men and 7 women over 45) Labor supply increased rapidly through December, no new employment in sight. demand for lumber may hold that industry at present level through winter. Many small mills are closed and logging outfits are laid off; Eureka mill reported closing and in process of sale.

1.IVINGSTON, Big Timber — (238 jobseekers; 182 men, 56 women) New bridge over Yellowstone to be begun in January, hospital construction will resume about the 15th, if steel shortage permits. Holiday help in retail stores being released at turn of year. Railroad hiring confined to replacements in roundhouse and shops. Farm demand light, stock feeding not up to normal

MALTA — (73 jobseekers; 55 men, 18 women; 22 men and 3 women over 45) Construction work all shut down, little prospeet of resumption in January. Layoff of retail trade holiday help has begun. Steady increase in new applications for work.

MILES CITY, Baker, Ekalaka, Broadus, Terry—(118 jobseekers; 102 men, 16 women; 28 men and 7 women over 45) Seasonal layoffs of construction crews, including railroad, has swelled the unemployment totals. Holiday help at retail stores now adding to the surplus. Job applicants not willing to take distant work.

MISSOULA, Drummond, Arlee, Superior—(662 jobseekers; 520 men, 142 women; 199 men and 35 women over 45) Seasonal layoffs in construction and in woods work were later than year ago but equal in vol-ume. Gradual increase in claim load is resulting. A Butte chemical outfit is looking into prospect for establishing branch plant here, to employ about 35 persons. No decision announced.

POLSON—(335 jobseekers; 306 men, 29 women; 138 over 45) Unemployed totals are affected by shutdown of local sawmill, employing 50, and layoffs at Hungry Horse construction project. The sawmill is expected to re-open in January. Installation of additional power unit at Kerr dam will require larger crews in January, if weather conditions permit.

SHELBY, Chester, Conrad-(81 jobseekers; 63 men, 18 women) Construction continued with full staffs up to Christmas; oil fields, service establishments and grain ele-vators at normal employment level. Building of two road segments and a bridge, as well as new school addition, all fully staffed. Further needs for building crews at Tiber dam in January if open weather continues.

SIDNEY-(139 jobscekers; 122 men, 17 women; 22 men and 6 women over 45) Outdoor work shut down for the winter, heavy store hiring and in automobile garages kept demand fairly well balanced with supply in December. Sugar plant also an active hiring factor, will close after completing season run in January.

THOMPSON FALLS, Hot Springs-(222 jobseekers; 198 men, 24 women) New road contract in forest will pick up the crew on similar project now finishing. May continue through the winter. Smaller logging outfits and mills closed, a major sawmill moved to adjacent area, taking its crew along. Employment was on a declining scale through December, no upturn expected until March.

WOLF POINT, Plentywood, Scobey-(88 jobseekers; 76 men, 12 women; 18 men and women over 45) Favorable weather in December permitted construction work to continue. Twelve-unit housing project nearly finished, using 5 men. Hospital at Plentywood and oil pipe line and six new houses at Poplar also nearly complete. Hotels and cafes reducing employment for the winter.

### ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL **INDUSTRIES IN MONTANA (1)**

(Produced in co-operation with United States Bureau of Labor Statistics)

	EM	PLOYME	Net Change			
INDUSTRY	Dec. 1952 (2)	Nov. 1952 (3)	Dec. 1951	Nov. 52 to Dec. 52	Dec. 51 to Dec. 52	
NONAGRICULTURAL INDUSTRIES	153,100	153,300	151,000	-200	2,100	
Manufacturing	18,800	19,300	18,700	—500	100	
Durable goods Lumber and timber products Primary metals Other (4)	11,400 6,900 3,600 900	6,900 3,600	6,600 3,700		-100	
Nondurable goods	7,400 4,500 1,500 1,400	5,000	4,400 1,500	600 500 0 100	100 0 100	
Mining  Metal mining  Bituminous and soft coal mining  Petroleum-natural gas production  Quarrying and nonmetallic mining	11,300 8,800 600 1,300 600	700	8,400 800 1,200	400 —100 0	300 400 —200 100 0	
Contract construction Contractors, building construction Contractors, other than building Contractors, special trade	8,500 3,700 1,500 3,300	4,100 2,200	3,400 1,900	<b>—700</b>	-400	
Transportation and utilities Interstate railroads Transportation except railroads Utilities including communication	22,700 13,600 3,700 5,400	14,200 3,600	14,000 3,400	600 100	400 300	
Trade Wholesale Trade Retail trade General merchandise and apparel Food stores Eating and drinking establishments. Automotive and filling stations Retail trade not elsewhere classified.	39,500 8,900 30,600 7,400 4,400 6,800 5,400 6,600	9,100 29,700 6,300 4,500 7,100 5,300	8,700 30,400 7,700 4,300 6,900 5,200	-200 . 900 1,100 -100 -300 100	200 200 300 100	
Finance, insurance and real estate	4,800	4,700	4,400	100	400	
Services and miscellaneous  Hotels, rooming houses, camps, etc  Personal services  Other (6)	18,300 2,600 2,500 13,200	2,600 2,500	2,600 2,400	0	100	
Government	29,200	28,200	28,800	1,000	400	
Great Falls Area (Cascade County) Selected Industries	13,900	13,800	14,000	100	—100	
Manufacturing Transportation and utilities Trade Services and miscellaneous (7)	2,700 2,600 5,700 2,900	2,600 5,500	2,600 5,700	200		

Estimates include all full and part-time wage and satary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.
 Preliminary estimates based on return from sample of 505 selected Montana establishments.
 Figures previously released have been revised on returns from 914 such establishments.
 Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.
(5) Includes apparel, chemicals, petroleum, and miscellaneous manufacturing products.
(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, nonprofit membership organizations and business not otherwise classified.
(7) Same as (6) above, also includes finance, insurance, real estate and mining.

### COMPARISON OF BASIC LABOR MARKET TRANSACTIONS IN DECEMBER, 1952, AND DECEMBER, 1951

Employment New Job Applicants				Jobseekers in File				Job Placements				Employer		Job		U. I. Claims		
Service	Dec.	1952	Dec.	1951	Dec. 1952   Dec. 19:		1951	Dec. 1952   De		Dec.	1951	Visits		Open	ings	Week	1-10	
Office	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	1952	1951	1952	1951	1952	1951
Anaconda Billings Bozeman Butte Cut Bank Dillon Forsyth Fort Benton Glasgow Glendive Great Falls Hamilton Havre Helena Kalispell Lewistown Livingston Malta Miles City Missoula Polson Shelby Sidney Thomp. Falls Wolf Point Tchr. Plemt	794 248 242 95 52 19 20 93 72 307 26 150 289 289 120 35 104 45 85	33 208 69 29 38 24 77 4 4 28 18 130 88 34 10 22 19 31 91 22 22 29 25	81 408 154 193 94 49 36 18 77 72 285 62 95 309 287 116 222 102 21 93 2222 73 63 83 25 64	21 116 63 19 32 21 5 5 15 18 118 19 145 113 39 9 21 6 29 61 20 16 25 7	118 981 167 468 138 21 41 38 181 45 601 208 221 426 1,663 142 102 238 73 118 662 335 81 139 222 88	41 362 59 47 47 10 14 17 206 54 43 29 66 39 213 91 20 33 83 36 	242 88 122 96	15 204 45 36 37 9 9 9 6 33 4 232 56 34 136 392 49 18 46 28 36 158 78 28 37 25 27	588 2411 2444 1822 288 622 255 166 800 700 1799 199 102 1611 388 226 25 1288 77 77 266 800 155 37 37 31	17 16 64 6 31 61 13 8 0 26 19	17 77 55 48 46	32 95 24 8 4 26 22 45 40 9 18 11	42 59 138 165 72 45 53 43 49 124 93 101 68 33 42 22 110 56 60 83 12 110 129 18 68 23	17 199 151 224 44 60 38 40 56 51 154 73 38 45 10 86 60 72 72 76 50 90 46 55 40 40 40 40 40 40 40 40 40 40 40 40 40		55 268 178 353 23 25 9 15 86 78 216 28 221 85 17 16 84 51 102 95 18 77 102 95 18 77 102 95 103 104 104 105 105 105 105 105 105 105 105 105 105	62 774 220 106 441 1,440 169 113 223 622 172 677 395 77 86 269 131	78 662 152 387 163 38 43 27 108 39 813 190 121 412 1,642 176 130 160 78 117 636 294 101 119 181 104
TOTALS	3,909	1,180	3,104	991	7,517	2,339	6,694	1,778	2,052	606	2,380	798	1,858	2,005	2,024	2,354	7,267	6,971

### AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics) (Hours and earnings data exclude administrative and salaried personnel)

	Average	Weekly I	Earnings	Averag	e Weekly	Hours	Average Hourly Earnings			
INDUSTRY	Dec. (1) 1952	Nov. (2) 1952	Dec. 1951	Dec. (1) 1952	Nov. (2) 1952	Dec. 1951	Dec. (1) 1952	Nov. (2) 1952	Dec. 1951	
All Manufacturing	\$78.04	\$78.80	\$75.06	40.1	40.7	41.4	\$1.95	\$1.94	\$1.81	
Durable goods	78.93 83.53	78.76 83.12	77.89 83.14	40.3 45.0	40.1 45.0	41.6 45.6	1.96 1.86	1.96 1.85	1.87 1.82	
Nondurable goodsFood and kindred products	76.48 60.30	78.81 66.96	70.37 61.91	39. <b>7</b> 40.2	41.6 42.7	41.0 41.6	1.93 1.50	1.89 1.57	1.72 1.49	
All Mining	82.40	82.87	87.37	40.5	40.7	43.0	2.04	2.04	2.03	
Metal mining	80.78	80.78	86.20	40.9	40.9	43.0	1.98	1.98	2.01	
Transportation and Utilities (except railrds.)	71.75	70.55	67.93					•••••		
Transportation (except railrds.)	84.82 65.38	83.65 64.24	79.73 62.36	39.9	39.0	39.0	1.64	1.65	1.60	

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

## UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

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